GrummanPlaneNews
December 6, 1985

Your FSA: Use It Or Lose It

If you established a flexible spending account for health care or dependent care for 1985, you must use it all up by December 31.

You cannot receive a refund of the unused portion at year-end, nor can it be carried over into next year. And amounts designated for either of the two plans – the Supplemental Health Care Plan and the Dependent Care Plan – are not interchangeable.

The rules exist because of Internal Revenue Service (IRS) regulations. Since you pay for the plans out of pretax income, they are regulated by the IRS.

However, reimbursement from the plan is based on the date of treatment, not on the date of payment. You have 90 days after the New Year to file a claim for treatment received during 1985. For example, you can still get a complete physical on December 31 and be reimbursed from your 1985 FSA for it.

Since it's the end of the year, you are allowed to submit claims lower than $100. Normally, you must accumulate bills of $100 or greater before applying to the Supplemental Health Care Plan for reimbursement.

Chances are, those who enrolled in the Dependent Care Plan will come out even, since that type of care involves a weekly expense that can be accurately predicted. Trickier to predict are your out-of-pocket health expenses.

If you've got a big balance left in your health FSA, and you don't want it to just disappear, here are a few suggestions.

- Have you visited the dentist this year? Bring the whole family, and have everyone's teeth checked.
- If you've postponed cosmetic dentistry because of cost, not wanting to seem vain, or fear of the dentist's chair, here's a good excuse to get it done.
- Take the opportunity to replace your eyeglasses with a pair of contacts.
- Did you buy a pair of prescription sunglasses this summer? These may be reimbursed with an FSA.
- If it's been years since you had a college physical, go for it.
- Allergy season (spring/summer) may seem far away. But if you get started with your treatment now, you'll get a head start on the pollen count.

If you have questions about what's reimbursable and what's not, call Benefits, Ext. (111) 53146 or 575-3146. ■

Company Match Drops To 82 Percent In 1986

For the first quarter of 1986, the company's contributions to the Employee Investment Plan will decrease from 100 percent to 82 percent. For every dollar an EIP investor contributes – up to four percent of pay – the company will contribute 82 cents worth of company stock.

This matching contribution is based on Grumman's performance for the first three quarters of 1985 and the last quarter of 1984.

As reported last month, the company's third quarter earnings dropped due to the F-14 bulkhead settlement. The quarterly results contained a charge of $30 million or 56 cents per share – the estimated cost to fulfill an agreement with the U.S. Navy which includes the strengthening of the F-14 fuselage bulkhead to improve its service life. In addition, Grumman continues to work on the F-14 and A-6F development programs – both at no profit.

Unfortunately, the third quarter earnings will affect the company match for all four quarters of 1986, since the match is based on performance in the preceding four quarters.

In January 1977, Grumman began "floating" its matching contribution to the Employee Investment Plan between 50 and 100 percent based upon its financial performance during the preceding four quarters. ■

Guaranteed Income Fund Still A Great Investment

The Guaranteed Income Fund of the Employee Investment Plan will pay 11.2 percent interest in 1986. This rate is down slightly from 11.3 for 1985. The 11.2 percent guaranteed interest rate is for all money on deposit during 1986.

"However, it is still a very competitive return compared to other secure investments such as C.D.s and Money Market Funds," says Bob Bradshaw, Grumman Vice President and Secretary.

For November, Money Market Funds have been averaging 6.9 percent interest, while C.D.s (certificate of deposit) are offering approximately 7.4 percent.

Service Milestones

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Andrew E. Richardson, ILS Elect. Pkg. (1)
Bruce C. Saidler, ILS Supply Ops. Proj. Mgmt. (1)
Jon A. Hjelm, Veh. Struct. Anal. (1)
John M. Cornacchia, Elect. Countermeasure (1)
Alex Mallow, Integ. Verif. & Valid. (1)
Francis R. Campagna, Nav. & Cont. Equip. Des. (1)
Gunther C. Hesse, Operations Supt. (1)
Emma Sweezy, Repro. Serv. (1)
John E. Koestner, Router & Shear (2)
Kenneth A. Tramantozzi, Prototype (2)
Michael A. Noonan, Hydraulics (2)
Sigismund J. Kudrycki, Stress Rel. & Hot Form (2)
Mildred D. Roth, Prod. Rel. & Anal. (2)
Robert E. Griffith, Assy. methods (2)
Dallas M. Kelly, Central Stor. & Ret. (2)
Thomas Tavitian, Central Setup Area (2)
Joseph S. D'Anna, Jigs & Fix. (2)
Ralph J. Petersen, Tool Assy. (2)
Rocco J. Famiglietti, Employee Serv. (25)
George H. Geist, Conv. Mach. (3)
Richard Torres, Stell Parts Assy. (3)
Brian J. Dolan, Elect. Test (4)
Fedele F. Cornicelli, Prod. Superv. (4)
Thomas J. Caccamo, Static Test (5)
Frank J. Glaab, Mach. Struct. & Prod. (5)
Dominick J. Jodice, Avion. Inst. (5)
Michael A. Ramos, Wood Shop (5)
Nunzio Stanco, Supt. Equip. Prod. (5)
Albert T. Lenahan, Supt. Equip. Prod. (5)
William P. Kraynak, Model Shop (5)
Margaret H. Weed, Repair Cont. (5)
John J. Maloney, Adv. Proc. Mgmt. (5)
William McIlroy, Tact. Jam. Sys. Des. (5)
Virginia F. Tellefsen, Office Serv. (5)
Walter Ivanoff, Est. Tech. (5)
John T. Galante, A-6/EA-6B AFC Incorp. (6)
Irwin J. Meyerowitz, A-6/EA-6B Ditmco/ Fuel (6)
Neal Edwards Jr., F-14 Upgrade (6)
John R. LoDuca, F-14 Sys. Test/Rig. (6)
Joseph Bertolino Jr., Final Assy. Insp. (6)
Lawrence G. Wiederhold, Conf. Data (6)
Richard M. Weise, Rel. Prod. Supt. (7)
Pay J. Carstensen, Struct. Des. (9)

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Alfred Wirth, Qual. Lab. (10)
Paul L. Pittari, metallurgical Eng. (12)
John Mahon, Adv. Mat'l. & Process Dev. (12)
George F. Cupolo, Meas. Std. Lab. (12)
Patrick J. Coyne, ILS Tech. Writing (15)
Richard E. Dickerson, ILS Tech. Illus. (15)
Robert W. Messmer, ILS Prod. (15)
John S. Amendola, Camera Graphics (15)
Kenneth E. Camidge, Repair Control (17)
Alfonza Menefee, Plant Prot. (18)
Nils A. Southland, Trans. (20)
Richard J. Goduto, ILS Dig. TPS Eng. (25)
Richard W. Hepp, ILS Comm. Cont. (25)
Thomas Brogdon, ILS Equip. Des. Eng. (25)
Israel Kriegel, Surv. Sys. Des. & Anal. (25)
Louis J. Pasciutti, Spec. (25)
Ronald W. McCaffrey, Adv. Space (25)
William A. Cheslock, Prod. Prog. (25)
Joseph M. Busweiler, Qual. Eng. (25)
Walter G. Gleisberg, Research (26)
Raymond F. Young, ILS Admin. (28)
William G. Angst, Mat'l. Shortage (30)
William M. Parker, Mat'l. Sys. (30)
Eugene R. Ferguson, Contract Rev. (30)
Roy Lockwood Jr., Mach. Parts/Mat'l. (30)
Nina Kunz, Corp. Proc. Ops. Admin. (30)
Alfonse F. Pristupa, Gen. Sub-Cont. (30)
Albert E. Galluzzo, Proj. Mgmt. (30)
John J. Shea, Proj. Mgmt. (30)
Ronald E. Stinton, Syst. Dev. & Applic. (35)
Milton Kachman, ILS Resource Cont. (39)
William F. Rathje, PPM - A-6 (40)
Walter E. Wright, Grew Sys./Equip. Integ. (40)
Frederick M. Linger, Veh. Struct. Anal. (40)
Joseph A. Mullings, Elect./Mech. Des. (40)
William A. Glander, Prog. Cont. (40)
Harry E. Schmalz, Fab. (43)
Ronald J. Hole, Prod. Cont. (43)
John K. Bergeman, Prod. Cont. (43)
Anthony J. Colasuonno, Methods Eng. (43)
Edith A. Sellers, Pres. Serv. (43)
James F. Carr, Sys. Mgmt. (43)
Edward N. Miller, Mfg. Tech. (43)
Straniero Serafini, Elect. Harn. Fab. (44)
Robert C. Pollak, ILS Train. Sys. Eng. (47)
Floyd W. Richardson, Tool Des. (66)
James P. Clarke, Tech. Ops. (77)
Chester S. Briske, E-2C Wings/F-14 Weapons (77)
Peter D. Luzetski, Prod. (88)
Kenneth W. Rhodes, Prod. (88)
David Lobel, ILS Test Prog. Mgmt. (106)
Emerita R. Farber, ILS Dig. Engrg. (106)
Roland F. Vagoun, ILS Auto Cirt. Anal. (106)
Martin Ott, ILS Ops. Supt. (106)
Richard G. Herrmann, Test Appl. Tech. (106)
Peter Sinkowsky, ILS Elect. Pkg. (110)
Richard G. Rapp, ILS Comm. Cont. (110)
Werner W. Hinz, Fld. Sys. (214)
Robert Selkowitz, Site Mgmt. (521)
Frieda L. Giacona, Corp. Audit, Grumman Corp. (GHQ)
Jane E. Senger, Personnel, Grumman Corp. (GHQ)

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John L. George, Avion. Des. Proj. Mgmt. (1)
Linda Colucciello, Tanks & Ducts (2)
Otto W. Petrasek, Mech. Struct. & Prod. (5)
Charles R. Conkling Jr., Corp. Instrum. Syst. (7)
Carmine D. DiPisa, Plt. Mat'l. Stor. & Dist. (7)
Murray Berger, Mech. Process Engr. (12)
James J. McPhillips, Electro/Mech. Des. (25)
John R. Ewen, Struct. Des. (40)
Ralph C. Young, Mat'l. Mgmt. (77)
Lavern E. Hollatz, Support (88)
Arline M. Campagne, Dist. Services (110)
Catherine A. McGrath, Conf. Data Mgmt. (110)
Dorothy V. Shotts, Sub. Secty. Prog. (GHQ)

People

Winning Quality

Rolfe Feser, quality supervisor at Plant 56, Glen Arm, Maryland, was named award winner of the Martin Marietta, Michoud Division, Motivational and Mission Success Honoree Program. This division builds the Space Shuttles' external fuel tanks.

The award came to him for his efforts on Glen Arm's external tank subcontract. His prize was a trip for himself and his wife, Jeannette, first to New Orleans to visit Martin's facility there, then to the Kennedy Space Center in Florida for an astronaut reception and the Martin Honoree banquet.

What A Kick

Grumman software engineer Jim Keegan was honored by Hofstra University Alumni Association for his support of this Long Island school's varsity soccer program. Keegan. a 1980 graduate, was on the varsity soccer team for four years.

Since graduating, he has been heavily involved in alumni activities. Because of this work the alumni have named an annual award for Keegan that will go to a member of the soccer team for achievement in academics and the sport.

Scorecard

Labor Of Love

Mary Hansen's creation stole the show at her daughter's wedding and also beat out 140 entries in this year's Grumman Hobby Show.

Her daughter's wedding dress was quite a project. "It took one and a half years of work. There was a lot of hand work and detail work," says Mary, a Manufacturing wage and salary administrator in Plant 2 in Bethpage. For instance, the gown is embellished with over 1,000 hand-set pearls.

The other prize winners (listed in first, second and third place order) were:

Ceramics: Betty Lewis; **Collections (Coins, Stamps & Misc.)**: James Iannone; **Crocheting**: Shirley Catalano, Louise Laing, Adrienne Ryan; **Embroidery/Crewel**: Mike Stewart, Helen Watson, Janice Nesta; **General**: Peter Chaldaris, Ed Clark, Betty Orlando; **Knitting**: Gertrude Haugwitz, Mary Hahn, Lauren Lorelli; **Hooked Rugs**: Frieda Giacona, Debbie Kozerski; **Metal Work**: John Karasz, Joseph Daley, Joseph Matyas; **Models (Misc.)**: Carmine Melito, Edward Summers, Frank Ciavolella; **Model Planes – Flying, Scale**: George Schultz, Leo Faust, Richard Spero; **Model Planes – Flying, Non-scale**: David Karpiloff; **Model Planes – Non-flying, Scale**: Paul Hart, William Barto, Richard Spero; **Model Railroads – Rolling Stock**: Alfred Kuhn, Carmine Melito, Ray Muntz; **Model Railroads – Scenery**: Cliff Franklin, Clint Hitz, Ray Muntz; **Needlepoint**: Joanne Peterson, Debbie Kozerski; **Sewing/Quilting**: Mary Hansen, Pat Ogilvie; **Ship Models – Kits**: Louis Petersen, William Rosenburg, Edward Miller; **Ship Models – Original Design**: Saverino DeRienzo, John Donohue, Edward Miller; **Wood Carving**: Carol Seymour, Henry Lobato, Amy Blackwell; **Woodworking**: William Rosenburg, Paul Karasz, Joe Krieger; **Special Retiree Award**: Frank Ciavolella.

New Year's In Niagara

Recreation is now taking reservations for a romantic New Year's Eve in Niagara Falls. The three-day excursion leaves by bus on Monday, December 30 at 9 a.m. from the overflow parking field, west of South Oyster Bay Road in Bethpage, and returns at approximately 10 p.m., January 1.

The trip includes tours of the Catskill Mountains, New York's Finger Lakes Region and Goat Island at Niagara Falls.

The price is $215 per person double occupancy payable to Grumman Recreation. Employees and guests are welcome. For further information, call Ellen Drasser, 575-2133.

Fast Decision

Want some sun? Are you free the week of January 12-19? Recreation still has a few spots available for its Puerto Rico Trip.

The price is $839 per person, double occupancy. Call Ellen Drasser in Recreation, Ext. (111) 52133.

Book For The Year

Don't spend all your money this holiday season. Save a little for what you'll see in Recreation's book of goodies.

It's the 1986 Travel Itinerary and it's loaded with ways to get away from it all next year.

For more travel ideas get a copy of the Travel Itinerary from the Recreation office, Plant 28A, on South Oyster Bay Road just north of the Security Building. Books are also available in your local Employee Services office.

Gourmet Excursion

Grumman gourmets, take note. Recreation is offering a day trip to the famous Culinary Institute in Hyde Park, New York.

The excursion leaves from the overflow parking field west of South Oyster Bay Road in Bethpage at 9 a.m. on Saturday, January 18, 1986.

Cost is $39 per person and includes roundtrip transportation and a gourmet meal prepared by the Culinary Institute's graduating class.

The price also includes a tour of the institute's winery as well as all taxes and gratuities. For reservation information, call Ellen Drasser in Recreation, 575-2133.

1985 Varsity Squad. *Members of the tennis varsity are (L to R) Rich Brown, Larry Bird, Bill Wenzel, Charlie Fuschillo, Paul Zagorsky, Tony Bartilucci, Craig Langwost, Norm Dvoskin and Gus Spyridon.*

Tennis Champions. *Chairman Jack Bierwirth congratulates winners of the Grumman Bethpage Tennis tourneys: (L to R) Arthur Lih-'B' doubles; Dawn McKiernan-women's doubles; Irwin Cohen-'B' doubles; Jean Hilsby-women's doubles; Mel Rimer-senior singles; Paul Zagorsky-'A' singles; Art Gibson-'B' singles; and Richard Brown-'A' doubles.*

Bethpage Nite Owls. *The Spinners won the league championship: (L to R) Danny Meder, Wayne Dimarzo, Vic Santos, Russ Cole, Lou Natale, Joe Popolo, Pat Simeoli, Eddie Iris, Al Schmidt, and Joe Warren.*

Karate Club. *Those Grummanites who recently earned black belts are: (L to R) Hy Dreksler, Mark Mowery, Victoria Schnittger, Eric Schnittger and Joseph Gorman.*

Calendar

Aikido Club: (Martial Arts) every Wed., 5 p.m., Recreation Bldg. Black belt instructors; beginners class. Guests welcome. M. Brooks, 391-6157; H. Brondo, Ext. (111) 56472.
Alcoholics Anonymous: every Mon., 4:30 p.m., Plant 15 conference room C, closed meetings; Personnel Relations, Ext. (111) 53521. **Great River**: every Wed., 4-5 p.m., T. Conley, Ext. (111) 53521. **Calverton**: Chemical Dependency Discussion Group, Mon., 4-5 p.m., Flt. Test Center, new conference room, Personnel, 369-6759; C. Robb, Ext. 117-7038.
Amateur Radio Club: every 3rd Wed. of the month, Plant 25 conference room, 5 p.m. Martin Miller, Ext. (111) 50480.
American Production and Inventory Control Society: Tues., Dec. 17, Musicaro's, Melville, 6 p.m. Technical topic will be "Handling Rework in Mfg." Norm Heilweil, Ext. (111) 52250.
Baseball Card Club: first Wed. of every month, 12-12:30 p.m. Plant 25 conference room. S. Froehlich, Ext. (111) 52508.
Chess Club: every Fri., Recreation Bldg., 5-11 p.m. Danny Wu, Ext. (111) 50393; J. DeCarlo, Ext. (111) 58642.
Coin Club (Bethpage): every second and fourth Wed. of the month, Plant 25 conference room, 12:05 p.m. Peter Cassese, Ext. (111) 57703.
Coin Club (Calverton): every Fri., lunchtime, Plant 6, A-6 Action Center conference room. N. Evangelides, Ext. 117-7242.
Computer Club: lst Mon. of the month, Recreation Bldg., 7 p.m. J. Hayne, Ext. (111) 54945/H. Baluta, Ext. (111) 50389.
Dance Club: every Wed., 5-8 p.m., Recreation Bldg., Guests welcome. S. Koppell, Ext. 115-3800.
Disabled American Veterans: third Wed. of each month, Plant 3 cafeteria, 4 p.m. O. Lewis, Ext. (111) 54476.
Duplicate Bridge Club: every Thurs., Recreation Bldg., 6 p.m. Sid Stone, Ext. (111) 59854.
Equestrian Club: every weeknight, Knoll Farm, Brentwood, 6 p.m. P. Morrison, Ext. (111) 57505.
Family Campers: monthly meeting first Sunday of each month, Recreation Bldg., 5 p.m., guests welcome. Al Ellensohn, Ext. (111) 50597.
Fencing Club: every Wed., 4:45-6:30 p.m., Recreation Bldg. J. Hayne, Ext. (111) 54945/P. Chaldaris, Ext. (111) 53486.
Folk Dancers Club: (Calverton): every Thurs., 2nd floor, Plant 6, lunchtime. J. Hammelman, Ext. 117-6835.
French Club: second and fourth Wed. of each month, 108 North Windhorst Ave., Bethpage, 5:30 p.m. Louis Kaufman, Ext. (111) 52323.
Flying Club: third Mon. of every month, BOCES Bldg., Hicksville, 5:15 p.m. Bob Schulte, Ext. (111) 50682.
Karate Club: every Tues. and Thurs., Recreation Bldg., beginners 4:30-5:30 p.m., advanced 5:30-7 p.m. New students at the beginning of each month. T. Ortiz, Ext. (111) 58497.
Klown Klub: second Tues. of each month, Recreation Bldg., 4:15 p.m. M. Deyns, Ext. (111) 57564.
Magic Club: last Wed. of month, the Magic Shop, Mid-Island Plaza, Hicksville, 4:45 p.m. M. Lichaw, Ext. (111) 56114.
Model Railroad Society: every Wed., 7 p.m., Recreation Bldg. R. Muntz, Ext. (111) 56865.
Motorcycle Club: every third Wed. of each month, Recreation Bldg., 5:30 p.m. E. Maxie, Ext. (111) 53783.
National Contract Management Association (NCMA): Tues., Jan. 21, Musicaro's, Melville, 6 p.m. Bill Stanton, 349-5425 or C. Encizo, Ext. 116-6052.
Roller Hockey Club: Sun., 1 p.m. For information call Arnie Pritchett, 934-8402.
Roller Skating Club: Thurs., Levittown Skating Rink, lessons from 6:30-7:30 p.m. H. Denen, Ext. (111) 52291.
Scuba Divers Club: every 2nd Wed. of the month, Ground Round, Farmingdale, 7:30 p.m. P. Craig, Ext. (111) 55256
Ski Club: Tues., Dec 3 & 17, Sitar Restaurant, Melville, 8:30 p.m. Art Garmendia, Ext. (111) 57819/58910.
Stamp Club: first three Wed. of month, 5-6 p.m., Plant 35 cafeteria. S. Hoops, Ext. (111) 53926.
Table Tennis: Fri., Recreation Bldg., 4 p.m. and on Sunday at 9 a.m. Open to all. Jim Pope, Ext. (111) 53008.
Tennis Club: third Wed, Recreation Bldg., 5 p.m. Peter Hatcher, Ext. (111) 52085.
Tap Dancing Club: Mon., Recreation Bldg., beginners 4:30 to 5:30 p.m., intermediate 5:30 to 6:30 p.m. P. Tropea, Ext. (111) 53235.
Theater Guild: first Tues. of each month, Annies Restaurant, Bethpage, 5:30 p.m. Tom Dalton, Ext. (111) 51825/Marian Stange, Ext. (111) 59668.
Toastmaster Club: Wed., GHQ, third flr. conference room A, 5-7 p.m. Bill Ptucha, Ext. (111) 55457/Dick Maemone, Ext. (111) 55503.